

RETIREMENT PLAN COMPARISON - NON-PUBLIC SAFETY EMPLOYEES

Information in this chart is current as of 6/30/11

| IPERS | | JUDICIAL |
|---------------------------|--|--|
| GENERAL POPULATION | | |
| MEMBERSHIP | | |
| Types | Most nontemporary employees of the State of Iowa and its political subdivisions, including counties, municipalities, agencies, and public school districts, and all of their instrumentalities. | Supreme Court Justices, Judges of the Court of Appeals, District Court Judges, District Associate Judges, Associate Probate Judges, Associate Juvenile judges |
| Total members | | 385 |
| Beneficiaries | | 180 |
| Active members | | 197 |
| Total payroll | | \$26,402,700 |
| RETIREMENT BENEFITS | | |
| Vesting | Age 65 or 7 years of service or Age 55 or 4 years of service as of July 1, 2012 | 4 years of service |
| Normal Retirement | At age 65 or older, age 62 with 20 years of service, or Rule of 88. | At age 65 or age 50 with 20 years of service |
| Retirement Formula | [Final Average Salary (FAS)(high 5yr avg of high 3yr avg on 6/30/2012) x 60% x number of years of service not over 30/ 30].plus [FAS x 1% for each year of service from 31 -35] = maximum of 65% | FAS(high 3yr avg) x 3.25% x years of service not to exceed a maximum percentage of 65% |
| Early Retirement | May retire at age 55 or older and prior to normal retirement. The retirement benefit is reduced by .25% for each month the member's retirement precedes the normal retirement date for that member for years of service prior to 6/30/2012, and by .5% for each month the member's retirement date, if prior to the normal retirement date, precedes the date the member attains age 65 for years of service after 6/30/2012.. | No provision. |
| Post Retirement Increases | Post June 1990 retirees: Favorable Experience Dividend (FED). A non-guaranteed annual payment calculated using the retiree's prior years annual benefit, number of years retired, and a percentage to be determined annually by IPERS, capped at 3%. Payable only if moneys in a FED account are available. | Senior judge program: The calculation of the judge's retirement is modified by increasing the judge's "earnable compensation" by 75% of the difference between current judge's salary and the judge's salary upon retirement. A minimum work requirement for eligibility in the program is required and a judge can participate in the program until age 78, up to age 80 if the judge is reappointed as a senior judge. |
| | Pre July 1990: Cola - An annual payment equal to the previous years payment plus, if the system is fully funded, an additional amount capped at 3% based upon CPI | |

| | |
|-------|----------|
| IPERS | JUDICIAL |
|-------|----------|

| | | | |
|-------------------------|--|--|---|
| | DISABILITY BENEFITS | | |
| Provision | Yes, at any age, if member is vested and receives social security or railroad retirement disability. Disability program is not comparable to program for public safety employees due to difficult qualification standards. | | Yes, at any age, if the member is vested. Chief justice can grant disability following an Attorney General investigation as to the member's claimed incapacity. |
| Standard for Disability | Qualifying for and receipt of disability as established by Social Security Administration or Railroad Retirement. | | If the applicant is determined by the Chief Justice to be permanently incapacitated, physically or mentally, to perform the duties of the applicant's office. |
| Percentage Formula | Unreduced formula based on the accrued benefit the member has earned to date. Allows members to retire prior to age 55. | | Unreduced formula based on the accrued benefit the member has earned to date. |

| | | | |
|----------------------------|---|--|--|
| | DEATH BENEFITS | | |
| Death Benefits Calculation | Pre-retirement: Yes, monthly annuity or lump sum based on member's accrued benefit or lump sum equal to member's contributions and interest + [member's highest year of covered wage x years of service/30] | | Basic surviving spouse benefit: An annuity equal to one-half of the amount the judge was receiving, or would have been entitled to receive if the judge would have been 65, first payable on the later of the date of the judges death or the date the survivor reaches age 60. A judge can elect at any time prior to retirement to receive a reduced annuity upon retirement in order to increase the annuity payable to the judge's survivor on an actuarial basis. |
| | Post- retirement: Yes, if the member has retired and elected an option providing such a distribution. | | |

| | | | |
|--------------------------|--------------------------|--|-----|
| | SOCIAL SECURITY BENEFITS | | |
| Medicare Coverage | Yes | | Yes |
| Social Security Coverage | Yes | | Yes |

| |
|--|
| |
|--|

| | |
|---------------|----------|
| IPERS | JUDICIAL |
| CONTRIBUTIONS | |

| | | |
|---------------------|--|--|
| Calculation formula | 60% employer, 40% employee of total contribution rate determined actuarially - total contribution rate change limited to 1% pt per year. | Statutorily fixed rate: 30.6% employer, 9.35% employee. Employer and employee percentage would be determined actuarially once plan becomes fully funded on a 60% employer, 40% employee basis. |
|---------------------|--|--|

| | | | |
|-------------------------|---|--|--------|
| | FY 2012 contribution rates (7-11 start) | | |
| Member | 5.38% | | 9.35% |
| Employer | 8.07% | | 30.60% |
| Total Contribution Rate | 13.45% (statutorily fixed for FY2012) | | 39.95% |

| | | | |
|-------------------------|---|--|--------|
| | FY 2013 contribution rates (7-12 start) | | |
| Member | TBD (to be determined) | | 9.35% |
| Employer | TBD | | 30.60% |
| Total Contribution Rate | TBD | | 39.95% |

| | | | |
|-------------------------------|---|--|---|
| | Social Security Contributions | | |
| Social Security Contributions | 6.2% employer and employee (employee contrib currently reduced to 4.2%) | | 6.2% employer and employee (employee contrib currently reduced to 4.2%) |
| Medicare contributions | 1.45% employer and employee | | 1.45% employer and employee |

| |
|--|
| |
|--|